

**EXHIBIT KK TO THE JUNE 26, 2008
DECLARATION OF GREGORY I. RASIN, ESQ.**

Candidate File

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Springer, Dalila C. (581898) ☆

HIRED

Application 050000012M - Assistant Compliance Officer

Step Hire Medium Online Recruiter A. Valerio
 Status Hired - External Hire Source Yahoo! HotJobs Hiring Manager R. BOLGER
 Application Date 2005/10/13

General Information

Prescreening

Disqualification Questions for: Assistant Compliance Officer

Questions | Result
 There are no job-specific questions to display.

Skills for: Assistant Compliance Officer

Skills	Proficiency	Experience	Last Used	Interest	Required	Asset	Result
1. Company legal department	Advanced	5 years or +	Current	High	Met		0 / 0
2. Manage regulatory compliance	Advanced	5 years or +	Current	High	Met		0 / 0
3. Develop compliance strategies	Advanced	5 years or +	Current	High	Met		0 / 0

Questions for: Assistant Compliance Officer

Questions | Required | Asset | Result

1. Please indicate your highest level of education.

Type: Single Answer

Answer | Possible Answers

High School Diploma/GED		0 / 0
Associates Degree		0 / 0
▶ Bachelor's Degree	Met	0 / 0
Master's Degree		0 / 0
Doctorate		0 / 0
None of the above		0 / 0
Result for Question:		0 / 0

2. EDUCATION: If a degree has been completed, select area of study.

Type: Single Answer

Answer | Possible Answers

Accounting		0 / 0
▶ Business	Met	0 / 0
Computer Science		0 / 0
Economics		0 / 0
Engineering		0 / 0
Other		0 / 0
None of the above		0 / 0
Result for Question:		0 / 0

3. What is your level of proficiency in Auditing?

Type: Single Answer

Answer | Possible Answers

None		0 / 0
Novice		0 / 0
▶ Intermediate	Met	0 / 0
Proficient		0 / 0
Expert		0 / 0
Guru		0 / 0
Result for Question:		0 / 0

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4. How many years experience do you have working in the financial markets?

Type: Single Answer

Answer | Possible Answers

None		0 / 0
Less than 1 year		0 / 0
1-2 years		0 / 0
<input checked="" type="radio"/> 3-6 years	Met	0 / 0
7-10 years		0 / 0
10+ years		0 / 0

Result for Question:

0 / 0

5. Which of the following job related skills do you have experience in? Select all that apply.

Type: Multiple Answers

Answer | Possible Answers

<input checked="" type="checkbox"/> Multi tasking	Met	0 / 0
<input checked="" type="checkbox"/> Analytical	Met	0 / 0
<input checked="" type="checkbox"/> Problem solving	Met	0 / 0
<input checked="" type="checkbox"/> Planning	Met	0 / 0
<input checked="" type="checkbox"/> Time management	Met	0 / 0
<input checked="" type="checkbox"/> Calendar management		0 / 0

Result for Question:

0 / 0

6. Please describe your level of proficiency in database management. (Single Answer)

Type: Single Answer

Answer | Possible Answers

Novice		0 / 0
Intermediate		0 / 0
<input checked="" type="radio"/> Proficient	Met	0 / 0
Expert		0 / 0
Guru		0 / 0
None of the above		0 / 0

Result for Question:

0 / 0

7. Please indicate your highest level of education

Type: Single Answer

Answer | Possible Answers

HS Diploma		0 / 0
Associates Degree		0 / 0
<input checked="" type="radio"/> Bachelor's Degree		0 / 0
Master's Degree		0 / 0
Doctorate		0 / 0
None of the above		0 / 0

Result for Question:

0 / 0

Required Asset Result
Total for Skills and Questions: 13/13 0/0 0%

Profile

Information provided by the candidate on December 7, 2005.

Application Medium

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How did we learn about this candidate? ☒ Online

Source Tracking

Source Type

☒ Job Board☐ Source☒ Yahoo! HotJobs☐ Event☐ Not SpecifiedCheck here if you would like to receive notifications by email on career opportunities matching this profile. ☒ No

Basic Profile

Job

☒ Human Resources☐ Legal

Location

☒ United States
New York
New York

Organization

☒ Corporate☐ Standard & Poor's
Segment Operations
Segment Operations
OPERATIONS

Job Level

☒ Manager with Direct Reports

Employee Status

☒ Regular

Job Type

☒ Experienced

Date of Availability

☒ 2005/10/01

Schedule

☒ Full-time

Shift

☒ Day Job

Min. Ann. Salary

☒ 70,000.00 USD

Education

☒ Bachelor's Degree

Advance Notice

☒ Not Specified

Travel

☒ Yes, 100 % of the Time

Profiler Questionnaire

Disqualification Questions

Questions

No questions are associated to the general profile of this candidate.

Result

Skills

Skills

No skills are associated to the general profile of this candidate.

Proficiency

Experience

Last Used

Interest

Questions

Questions

1. I confirm that my answers to questions in this on-line submission are complete and accurate and that The McGraw-Hill Companies may rely on my answers. Permission is granted to The McGraw-Hill Companies to verify all statements in this employment application. I understand that an offer of employment is contingent upon the completion of satisfactory reference and background checks, including from my present employer, but that my present employer will ordinarily not be contacted without my permission until after I accept an offer of employment with The McGraw-Hill Companies.

Type: Single Answer

Answer | Possible Answers

☒ I agree☐ I disagree

2. Have you ever been convicted of a crime?

Type: Single Answer

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Answer | Possible Answers

Yes

No

3. Your employment is contingent upon your ability to demonstrate to The McGraw-Hill Companies satisfaction that any restrictions that may be imposed by agreements with prior employers or otherwise have been waived, have expired, or otherwise do not interfere with your ability to work for The McGraw-Hill Companies.

Are you at present bound by a non-competition or non-disclosure agreement or any other comparable agreement or understanding with any prior employer?

Type: Single Answer

Answer | Possible Answers

Yes

No

4. Have you ever been employed by The McGraw-Hill Companies?

Type: Single Answer

Answer | Possible Answers

Yes

No

5. If you have been employed by The McGraw-Hill Companies, please provide the following information:

- locations and dates of employment
- department and/or business unit
- last job title
- last supervisor's name

Type: Text Answer

Answer

6. Have you previously interviewed for employment at The McGraw-Hill Companies?

Type: Single Answer

Answer | Possible Answers

Yes

No

7. Can you, within three days of employment, submit verification of both your identity and your authorization to work in the U.S. pursuant to the U.S. Immigration Reform and Control Act of 1986?

Type: Single Answer

Answer | Possible Answers

☒ Yes

No

8. If you are in VISA status, are you:

Type: Single Answer

Answer | Possible Answers

F-1

J-1

H-1B

Other VISA status

☒ Not applicable

Resume

Candidate Personal Information

Springer, Dalila C. (581898)

Employee Number

Social Security Number

Date of Birth

Not Applicable

Not Specified

Not Specified

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Address	Home Phone Number	Cellular Number
44 Center Grove Rd. Apt R 7 Randolph, New Jersey United States, 07869	973-343-6471	973-223-1204
	Work Phone Number	Pager Number
	Not Specified	Not Specified
	Email Address	Fax Number
	dspringer1978@optonline.net	Not Specified
Region	Web Page Address	
US>NJ>Newark	https://sterlingtesting.com/webdirect2/Results/Report/OrderTrack.asp?QN=3192402	

Is this candidate a "top" candidate?	1st round interview status (ADP/MBA)
Not Specified	Not Specified

Current or Last Annual Base Salary
55,000.00

Attached Files

Name	Date	Size	Comment
dalla9-23-05.doc	2005/10/13	35 KB	This file includes a resume from which basic candidate information has been extracted.

Education

PARALEGAL Studies

Education Level
Technical Diploma
Institution
Fairleigh Dickinson University
GPA
Not Specified

Achievements/Special Honors/Affiliations

10-month American Bar Association approved Certificate in Paralegal Studies

From 2003/6 to 2004/4

BUSINESS ADMINISTRATION

Education Level
Bachelor's Degree
Institution
Seton Hall University
GPA
Not Specified

Achievements/Special Honors/Affiliations

Minor in Communications

From 1996/9 to 2000/6

Work Experience

Compliance/Corporate Paralegal

Employer	Supervisor's Name	Supervisor's Phone Number
Bear, Stearns & Co. Inc	Not Specified	Not Specified

Achievements

Bear, Stearns & Co. Inc., Whippany, NJ 2004 - Present Compliance / Corporate Paralegal (Compliance / Legal department) Provide supervision of employee outside interest activities through a database and to ensure all possible conflicts of interest for the firm is identified and properly vetted per requirements of NASD Rule 407 and NASD Rules 3040 and 3050 . Create and provide customized reports detailing employee activity as requested by various departments from Outside Interest Database for the purpose of monitoring employee trading for possible insider trading violations
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and deceptive practices . Supervise staff members with regard to developing and maintaining Outside Interest functions and auditing projects . Responsible for researching and maintaining Firm - wide Committees and Sub - committees including drafting and reviewing charters , resolutions and by - laws . Provide back-up on Section 15 filings for Securities and Exchange Commission compliance requirements . Oversee and assist with various department projects such as state license applications and entity formations including corporate governance management per Sarbanes - Oxley requirements . Developing resolutions and completing personal disclosure requirements for Senior Management .

Professional Certifications Professional Associations

Not Specified

Not Specified

From 2004/10 to Present Date

Paralegal/document Preparation Analyst

Employer Supervisor's Name Supervisor's Phone Number

CIT

Not Specified

Not Specified

Achievements

CIT , Livingston , NJ 2001 - 2004 Paralegal / Document (Specialty Finance Department) Responsible for the development , implementation , and maintenance of compliance procedures and business practices . Oversee and assist with daily security measures of online and in-person broker and client needs . Includes granting exceptions on special loan agreements . Responsible for the management of Loan Processor activities in CMSI and ALS computer applications . Equipping all newly hired Loan Processors with proper state - appropriate , up to date training and procedures manuals . Secure all necessary changes to every state document used in broker lending practices . Approximately 10 - 15 documents used per state . 2000- 2001 Research and Procedure Analyst (Sales Finance Department) In charge of updating Lending procedure changes as requested by Individual states in which we practice business . Researched State regulations daily to secure the Sales Finance Department's proper handling of regular business activities . Responsible for Spreadsheet maintenance of State - to - State changes , Sales contracting updates and Broker lending practices .
Dallia Casimir Springer (973) 343-6471 * Professional Experience , Continued

Professional Certifications Professional Associations

Not Specified

Not Specified

From 2001/1 to 2004/1

Research and Procedure Analyst

Employer Supervisor's Name Supervisor's Phone Number

CIT

Not Specified

Not Specified

Achievements

- In charge of updating Lending procedure changes as requested by Individual states in which we practice business.
- Researched State regulations daily to secure the Sales Finance Department's proper handling of regular business activities.
- Responsible for Spreadsheet maintenance of State-to-State changes, Sales contracting updates and Broker lending practices.

Professional Certifications Professional Associations

Not Specified

Not Specified

From 1998/1 to 2001/1

Additional Information

No Information available

Pasted Cover Letter

Dallia Casimir Springer
44 Center Grove Road Apt. R7
Randolph, New Jersey 07869
(973) 343-6471
dspringer1978@optonline.net

October 13, 2005

I would like to thank you for the opportunity to apply for the Assistant Compliance Officer position through your Firm. When I discovered this opportunity, I immediately jumped at the chance to apply. Currently, I am working full-time as a Corporate/Compliance paralegal with over 6 years of compliance experience. In this capacity, I have consistently demonstrated my abilities for completing difficult tasks, accepting challenging assignments and mastering new skills.

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By considering me, I fully believe your expectations for this position will be quickly met and exceeded. I also believe that making this transition would provide an excellent environment for my continued growth. I look forward to hearing from you.

Sincerely,

Dalila C. Springer

Pasted Resume

Dalila Casimir Springer

44 Center Grove Rd. Apt R7 • Randolph, NJ 07869 • (973) 343-6471 • dspringer1978@optonline.net

A paralegal position with the opportunity for professional growth that will allow for continued Legal education through the utilization of my business skills and abilities.

SUMMARY OF QUALIFICATIONS

- More than 7 years of compliance experience. • Adept at corporate governance requirements.
- Certified in Paralegal Studies. • Hard working, able to multi-task effectively.

PROFESSIONAL EXPERIENCE

Bear, Stearns & Co. Inc., Whippany, NJ 2004 — Present

Compliance/Corporate Paralegal (Compliance/Legal department)

- Provide supervision of employee outside interest activities through a database and to ensure all possible conflicts of interest for the firm is identified and properly vetted per requirements of NASD Rule 407 and NASD Rules 3040 and 3050.
- Create and provide customized reports detailing employee activity as requested by various departments from Outside Interest Database for the purpose of monitoring employee trading for possible insider trading violations and deceptive practices.
- Supervise staff members with regard to developing and maintaining Outside Interest functions and auditing projects.
- Responsible for researching and maintaining firm-wide committees and sub-committees including drafting and reviewing charters, resolutions and by-laws.
- Provide back-up on Section 16 filings for Securities and Exchange Commission compliance requirements.
- Oversee and assist with various department projects such as state license applications and entity formations including corporate governance management per Sarbanes-Oxley requirements.
- Developing resolutions and completing personal disclosure requirements for Senior Management.

CIT, Livingston, NJ 2001 — 2004

Paralegal/Document Preparation Analyst (Specialty Finance Department)

- Responsible for the development, implementation, and maintenance of compliance procedures and business practices.
- Oversee and assist with daily security measures of online and in-person broker and client needs. Includes granting exceptions on special loan agreements.
- Responsible for the management of Loan Processor activities in CMSI and ALS computer applications.
- Equipping all newly hired Loan Processors with proper state-appropriate, up to date training and procedures manuals.
- Secure all necessary changes to every state document used in broker lending practices. Approximately 10-15 documents used per state.

2000-2001

Research and Procedure Analyst (Sales Finance Department)

- In charge of updating Lending procedure changes as requested by individual states in which we practice business.
- Researched State regulations daily to secure the Sales Finance Department's proper handling of regular business activities.
- Responsible for Spreadsheet maintenance of State-to-State changes, Sales contracting updates and Broker lending practices.

Dalila Casimir Springer (973) 343-6471 • Page Two

PROFESSIONAL EXPERIENCE, Continued

CIT, Livingston, NJ 1998-2000

Junior Analyst (Consumer Finance Department)

- Inroads of Northern New Jersey Internship.
- Tracked information used for assessing the compliance of Loan Processor and Field agent business practices.
- Performed various spreadsheet analyses of data for Senior Executives.

EDUCATION

Fairleigh Dickinson University, Madison, NJ June 2003 — April 2004
American Bar Association approved Certificate in Paralegal Studies

Seton Hall University, South Orange, NJ September 1996 — May 2000
B.S. in Business Administration, Minor in Communications

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SKILLS

Westlaw, Lexis-Nexis, Microsoft Excel, Microsoft PowerPoint, Microsoft Access, Microsoft Outlook, LiquidOffice
FormDesigner, CMSI Production, HMDA

ACCOMPLISHMENTS

Girls Action Network, Inc, New York City, NY 2003 - Present
Marketing and Development Consultant

- Grant writing for the Non-Profit Corporation.

- Developing, creating and promoting program activities for girls grades 7-12.

Regulations**U.S. Equal Employment Opportunity / Affirmative Action Information**

The information already provided has been hidden for confidentiality reasons.

- Information provided by recruiters appears as "Not Specified" for confidentiality reasons but can be modified if necessary.
- Information provided by the candidate cannot be modified by recruiters.

Race/Ethnic Identification

The information under this heading has been provided by the candidate

Gender

The information under this heading has been provided by the candidate

Vietnam Era Veterans and Other Veterans

The information under this heading has been provided by the candidate

Special Disabled Veterans

The information under this heading has been provided by the candidate

Persons with Disabilities

Do you consider yourself a person with a disability?

The information under this heading has not been provided.

Tracking

Date & Time	Events	Details	Comments	By
2005/12/12 1:39 PM	Hired	Start Date: 2006/01/03		Ann Marie Valerio
2005/12/12 1:39 PM	Status changed to Hired - External Hire in step Hire			Ann Marie Valerio
2005/12/12 1:38 PM	Offer 1 - Start Date Updated	Modified from 2006/01/03 (Tentative) to 2006/01/03		Ann Marie Valerio
2005/12/12 1:38 PM	Moved to step Hire			Ann Marie Valerio
2005/12/12 1:38 PM	Status changed to Hire in Progress in step Hire			Ann Marie Valerio
2005/12/12 1:38 PM	Status changed to New Hire Data Received in step New Hire Onboarding Self- Service			Ann Marie Valerio
2005/12/12 1:37 PM	Moved to step New Hire Onboarding Self-Service			Ann Marie Valerio
2005/12/12 1:37 PM	Status changed to Invite Sent in step New Hire Onboarding Self-Service			Ann Marie Valerio
2005/12/12 1:37 PM	Status changed to Completed in step Update Requisition & Candidate Record			Ann Marie Valerio
2005/12/12 1:37 PM	Moved to step Update Requisition & Candidate Record			Ann Marie Valerio
2005/12/12 1:37 PM	Status changed to Update Applicant			Ann Marie Valerio

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2005/12/12 1:37 PM	Record/Requisition in step Update Requisition & Candidate Record Status changed to Completed in step Background Check			Ann Marie Valerio
2005/12/12 1:37 PM	Status changed to Cleared In step Background Check			Ann Marie Valerio
2005/12/08 3:02 PM	Status changed to Completed in step Background Check			Ann Marie Valerio
2005/12/08 3:02 PM	Correspondence sent	(O) Completed Background Check - Background Check Completed - 050000012M	Background Test Results from Sterling Testing	System
2005/12/08 3:02 PM	Status changed to Needs Review in step Background Check		Background Test Results from Sterling Testing	Integration Integration
2005/12/08 10:30 AM	Status changed to Pending In step Background Check		Order Confirmation	Integration Integration
2005/12/07 12:38 AM	Application updated	McGraw-Hill New Hire On-Boarding (DO NOT POST) (External) Background Consent - Offer Contingency - Background Check Consent		Candidate or agent Ann Marie Valerio
2005/12/06 3:12 PM	Correspondence sent			
2005/12/06 3:12 PM	Offer 1 - Sent	S&P - (O) Offer Letter - Non-Guild All Inclusive - Standard & Poor's Letter of Offer		Ann Marie Valerio
2005/12/06 3:11 PM	Pasted resume - Updated	Pasted resume before change		Ann Marie Valerio
2005/12/06 3:10 PM	Moved to step Background Check			Ann Marie Valerio
2005/12/06 3:10 PM	Status changed to Requested in step Background Check			Ann Marie Valerio
2005/12/06 3:10 PM	Correspondence sent	Background Consent - Offer Contingency - Background Check Consent		Ann Marie Valerio
2005/12/06 3:08 PM	Offer 1 - Sent	S&P - (O) Offer Letter - Non-Guild All Inclusive - Standard & Poor's Letter of Offer		Ann Marie Valerio
2005/12/06 3:05 PM	Offer 1 - Accepted	Event Date: 2005/12/06 3:04 PM		Ann Marie Valerio
2005/12/06 3:04 PM	Offer 1 - Extended (Verbally)	Event Date: 2005/12/06 3:04 PM		Ann Marie Valerio
2005/12/06 3:04 PM	Offer 1 - Approved			Ann Marie Valerio
2005/12/06 3:04 PM	Offer 1 - Approval Request Submitted	Approval Path: Ann Marie Valerio	verbal approval from Irene Greenberg/Steve Shapiro	Ann Marie Valerio
2005/12/06 3:04 PM	Moved to step Offer			Ann Marie Valerio
2005/12/06 3:04 PM	Offer 1 - Created			Ann Marie Valerio
2005/12/06 3:03 PM	Moved to step Contingency			Ann Marie Valerio
2005/12/06 3:03 PM	Status changed to Testing Initiated in step Contingency			Ann Marie Valerio
2005/12/06 3:03 PM	Moved to step 3rd Interview			Ann Marie Valerio
2005/12/06 3:03 PM	Status changed to Meets criteria in step 3rd Interview			Ann Marie Valerio
2005/12/06 3:03 PM	Status changed to Meets criteria in step 2nd Interview			Ann Marie Valerio
2005/12/06 3:02 PM	Moved to step 2nd Interview		2nd rounds held on 11/30/05	Ann Marie Valerio
2005/12/06 3:02 PM	Status changed to Scheduled in step 2nd Interview			Ann Marie Valerio
2005/12/06 3:02 PM	Status changed to Meets criteria in step 1st Interview			Ann Marie Valerio
2005/12/06 3:02 PM	Status changed to Scheduled in step 1st Interview		First rounds held on 11/23/05	Ann Marie Valerio

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2005/11/14 3:42 PM	Moved to step 1st Interview		Ann Marie Valerio
2005/11/14 3:42 PM	Status changed to To be Scheduled in step 1st Interview		Ann Marie Valerio
2005/11/14 3:42 PM	Moved to step Screening		Ann Marie Valerio
2005/11/14 3:42 PM	Status changed to Meets criteria in step Screening		Ann Marie Valerio
2005/11/14 3:42 PM	Status changed to Has all the "Required" Criteria in step Reviewed		Ann Marie Valerio
2005/11/12 2:49 PM	Candidate shared	The Information on this candidate has been shared with: annmarie_valerio@sandp.com	Ann Marie Valerio
2005/11/12 2:47 PM	Moved to step Reviewed		Ann Marie Valerio
2005/11/12 2:47 PM	Status changed to Shared with Manager in step Reviewed		Ann Marie Valerio
2005/10/13 11:12 AM	Correspondence sent	Request More Info for review (US) - Assistant Compliance Officer- 050000012M at STANDARD & POOR'S EEO (USA) Information entered	System
2005/10/13 11:12 AM	Regulations - Initial entry		Candidate or agent
2005/10/13 11:06 AM	Work experience - Updated	Compliance/Corporate Paralegal; Bear, Stearns & Co. Inc; 2004/10 - Present Date	Candidate or agent
2005/10/13 11:06 AM	Work experience - Updated	Work experience before change Paralegal/document Preparation Analyst; CIT; 2001/1 - 2004/1	Candidate or agent
2005/10/13 11:06 AM	Work experience - Updated	Work experience before change Research and Procedure Analyst; CIT; 1998/1 - 2001/1	Candidate or agent
2005/10/13 11:06 AM	Education - Updated	Work experience before change PARALEGAL Studies; Fairleigh Dickinson University; 2003/6 - 2004/4	Candidate or agent
2005/10/13 11:06 AM	Education - Updated	Education before change BUSINESS ADMINISTRATION; Seton Hall University; 1996/9 - 2000/6	Candidate or agent
2005/10/13 10:49 AM	Applied online	Education before change McGraw-Hill External (USA and Canada) (External) Application is complete	Candidate or agent